



"Dedicated to Service, Committed to Excellence"

CENTRAL POINT POLICE DEPARTMENT

The City of Central Point, Oregon is recruiting highly motivated persons of impeccable character to create a hiring list for current and future **LATERAL POLICE OFFICER** vacancies.

Announcement

The City of Central Point seeks to develop a pool of qualified applicants to create a hiring list for current and future **LATERAL POLICE OFFICER** vacancies.

Our Department

The Central Point Police Department is an innovative, professional organization comprised of 26 sworn and 7 non-sworn personnel. We have a strong volunteer program consisting of more than 10 "VIPS" (Volunteers in Police Service), and an Explorer program

The Central Point Police Department offers state of the art equipment and visionary, principled leadership. If you are looking for an opportunity to serve in policing and you have a strong desire to serve the Central Point community in a highly respected, ethical, values-based organization where steadfast loyalty to the core-values of *Honor, Integrity, Character, Trust, Courage, and Accountability* are expected, practiced, and openly rewarded, you are encouraged to apply for this excellent opportunity.

The Position

Police Officer duties involve furthering the organizational "Peace Keeping" philosophy through enforcement of state and local laws, traffic regulations, and city ordinances; crime prevention; traffic control; providing a high level of customer service including integrating the community into policing activities and encouraging participation in community-based policing activities and programs; and performing a variety of technical and administrative tasks in support of law enforcement services and activities. May also include collateral duty opportunities such as detective, school resource officer, bike team, D.A.R.E., G.R.E.A.T., range master, survival skills instructor, volunteer advisor, Explorer advisor, and Field Training Officer.

Required Minimum Qualifications for LATERAL Police Officer

To be considered for this position, you must:

- Currently working as a police-certified law enforcement officer for a municipal, county, tribal or state law enforcement agency; or
- Previously certified police officer whose certification has lapsed less than three years ago; or
- Possess BASIC Police certification from Oregon or another state.
- be 21 years of age at the time of appointment
- have, or be able to obtain, a valid Oregon driver's license at the time of appointment
- have a high school diploma or G.E.D.

- be able to provide proof of legal eligibility to work in the USA
- possess or obtain US citizenship per OAR 259-008-0010
- not have any felony convictions or domestic violence convictions
- have an acceptable driving record
- be able to pass physical (including hearing and visual) and psychological examinations
- be able to pass a drug and alcohol screen
- be able to fully meet D.P.S.S.T. standard (OAR 259-008-0010) for employment as a law enforcement officer

In addition to the above minimum qualifications, the successful applicant will possess the following knowledge, skills, abilities and attributes:

- Excellent moral character including the ability to render credible testimony in a court of law and the ability to loyally support, uphold, and defend the Constitution of the United States of America; the Bill of Rights; the laws of the State of Oregon; and organizational policies, procedures and mission of the City of Central Point, while remaining fully faithful to the Law Enforcement Code of Ethics and the duty and honor values of the Central Point Police Department.
- Excellent oral communication skills sufficient to maintain effective working relationships; interact with staff, citizens, and other agencies; give and receive information in an effective, professional manner; gather information; conduct interviews of suspects, witnesses, and victims; and writing skills sufficient to prepare clear, comprehensive reports, take notes, and prepare paperwork associated with the position.
Ability to learn laws, police methods, and practices and procedures; apply this knowledge to a variety of work situations; take direction; and understand and carry out oral and written instructions.
- Ability to remember names, faces, addresses, and details of incidents.
Skill or ability to learn to use and operate assigned job-related equipment including, but not limited to, police vehicles, emergency equipment, firearms, restraint devices, technical and/or specialized equipment, and basic first aid equipment; and technical proficiency in the use of computers sufficient to create documents such as reports and memoranda, and access information from databases.
Ability to think clearly and logically and make appropriate decisions under pressure.
- A positive attitude and the ability to work in a professional, cooperative, collegial manner and uphold the city's core values.



Compensation

POLICE OFFICER is a bargaining unit position represented by Teamsters Local 223. Salary and benefits are negotiated and codified in a collective bargaining agreement. Pay and benefits set forth in the current bargaining agreement include:

Pay & Incentives - Salary \$4,913 – \$6,585 DOE

plus additional incentive pay (if applicable) upon hire:

- DPSST Certification
Intermediate \$145/mo. or Advanced \$290/mo.
- Bilingual in Spanish or Sign Language: \$150/mo.
- Degree from accredited college or university:
Associate \$150/mo., Bachelor \$300/mo., Masters \$450/mo.

Benefits – Benefits for paid Police Officer position include full-family medical, dental, vision, and prescription coverage **Health Insurance**; employee contribution of \$155.46 per month; city contribution of \$145 per month to a **Health Reimbursement Account**; optional participation in a pre-tax **Flexible Spending Account**; paid time off including **Vacation, Holiday time, and Sick Leave**; (lateral police officers may receive up to five years of service credit for determining vacation accruals), **Tuition Reimbursement** opportunity; **Life & Long Term Disability Insurance** (additional life and other supplemental insurance may be purchased by the employee through payroll deduction); Fully paid Oregon **PERS Retirement**; and voluntary “457” Deferred Compensation Plan participation.

*The City of Central Point is a non-discriminatory,
equal opportunity employer.
Women and minorities are encouraged to apply.*

www.centralpointoregon.gov

Recruitment Timeline

The selection process for this recruitment is as follows:

Position Posted – February 6, 2023

Closing Date – Open Until Filled

Oral Interviews - TBD

Chief’s Interview - TBD

Incomplete applications will not be accepted.

IMPORTANT

If you apply using INDEED or other application software, all required information may not be collected or transferred to the City’s application form. The City is not responsible for any missed deadlines or missing data due to use of electronic application software. Incomplete applications will not be considered.

To be considered submit a completed on-line application

<http://www.centralpointoregon.gov/jobs>

Once your application is received, you will receive updates on what the next steps in the process are via phone, email, or text. You must meet all of the deadlines provided.

Be sure to check your junk and spam folders, as we are not responsible for missed correspondence.

All required and relevant application and position information can be found on our website at www.centralpointoregon.gov

The selection process may include the following; a review of application materials; oral interviews; extensive background investigation including criminal, credit and character information; physical and psychological exams; and drug screen.



• Central Point is a great place to live and work! •